



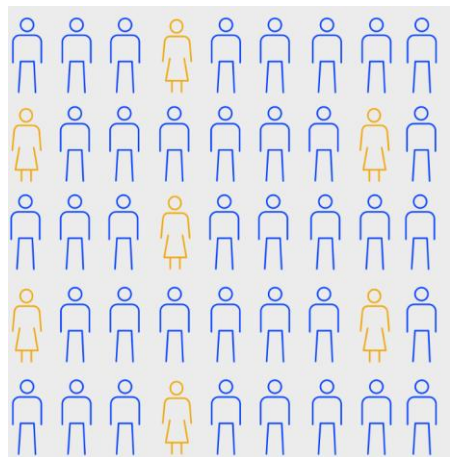
Fair Transition For All: Gender Disparities and Solutions in the Western Balkans Energy Transition

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Gender Disparities in the Energy Sector

Women remain underrepresented in the energy sector and decision-making roles...



...Face limited representation and access to green jobs and training...

- 20–30% of jobs in the RES in the region are held by women.
- Women make up less than one-third of students in energy-related tertiary education.

...Get paid less...

- Lower representation in higher positions;
- Typically employed in sub-sectors in the energy sector (administrative or support roles);
- Unpaid care work;
- Gender pay gap.



...are disproportionately affected by energy poverty.

- lower average incomes, less ownership of houses and renovation activities, more time spend at home...



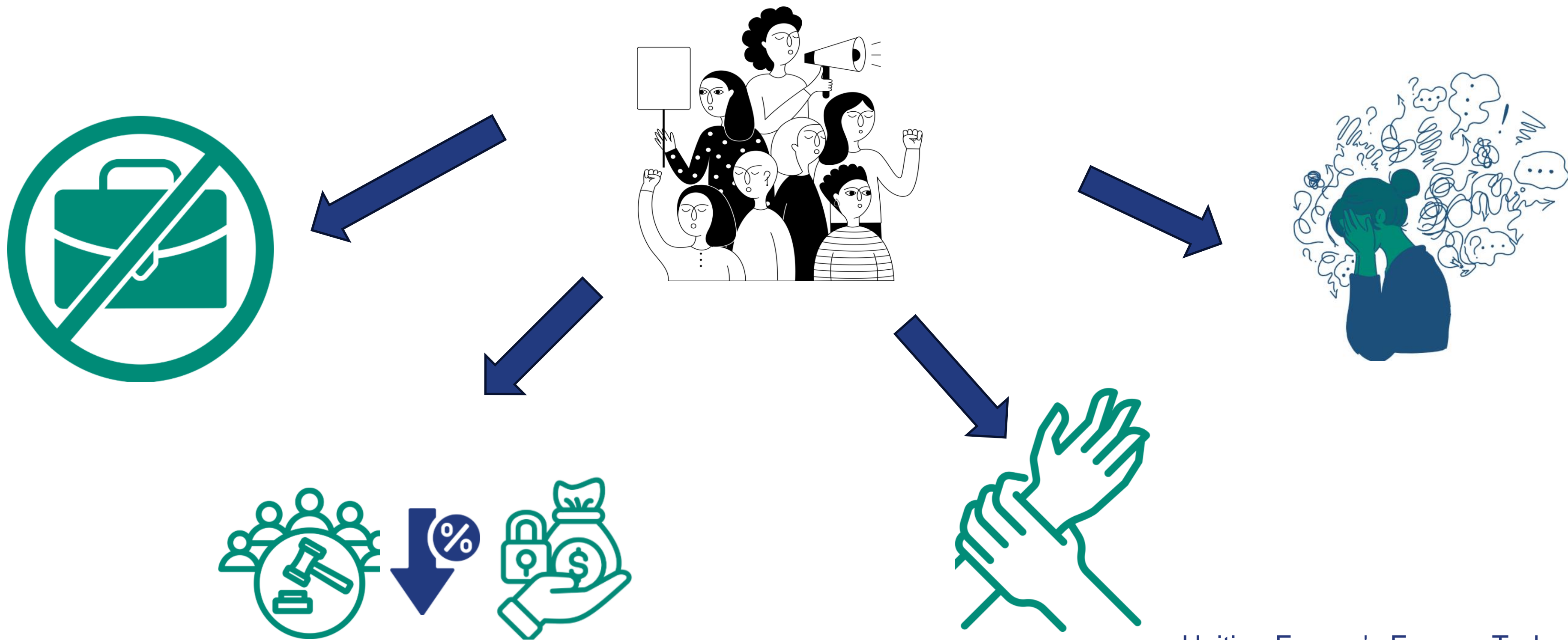
traditional gender norms, structural barriers, policy gaps...

There is an urgent need for gender-responsive programs, policies and financing schemes in the energy sector.



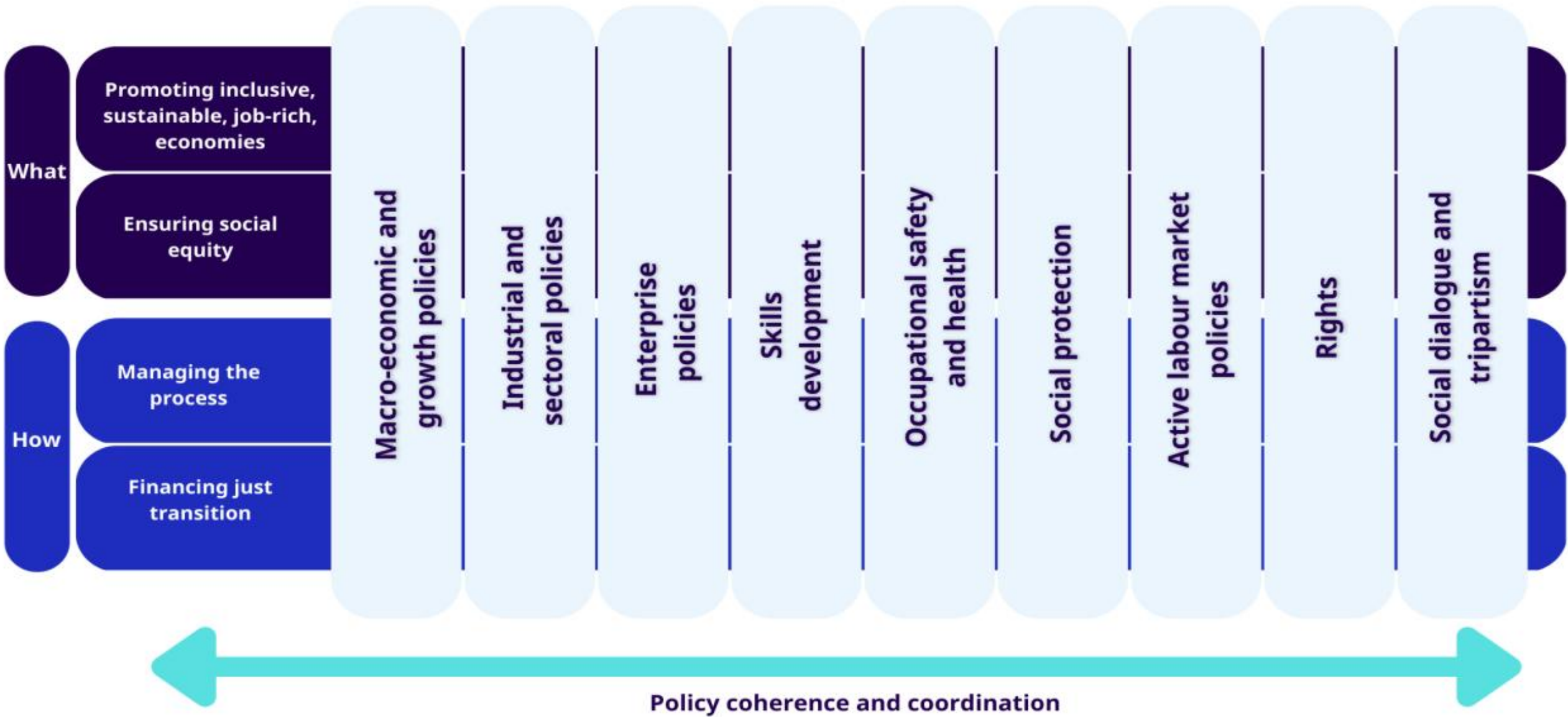
Gender Disparities in Coal Regions

The energy transition impacts women and men unequally due to existing inequalities, social roles, and economic opportunities.



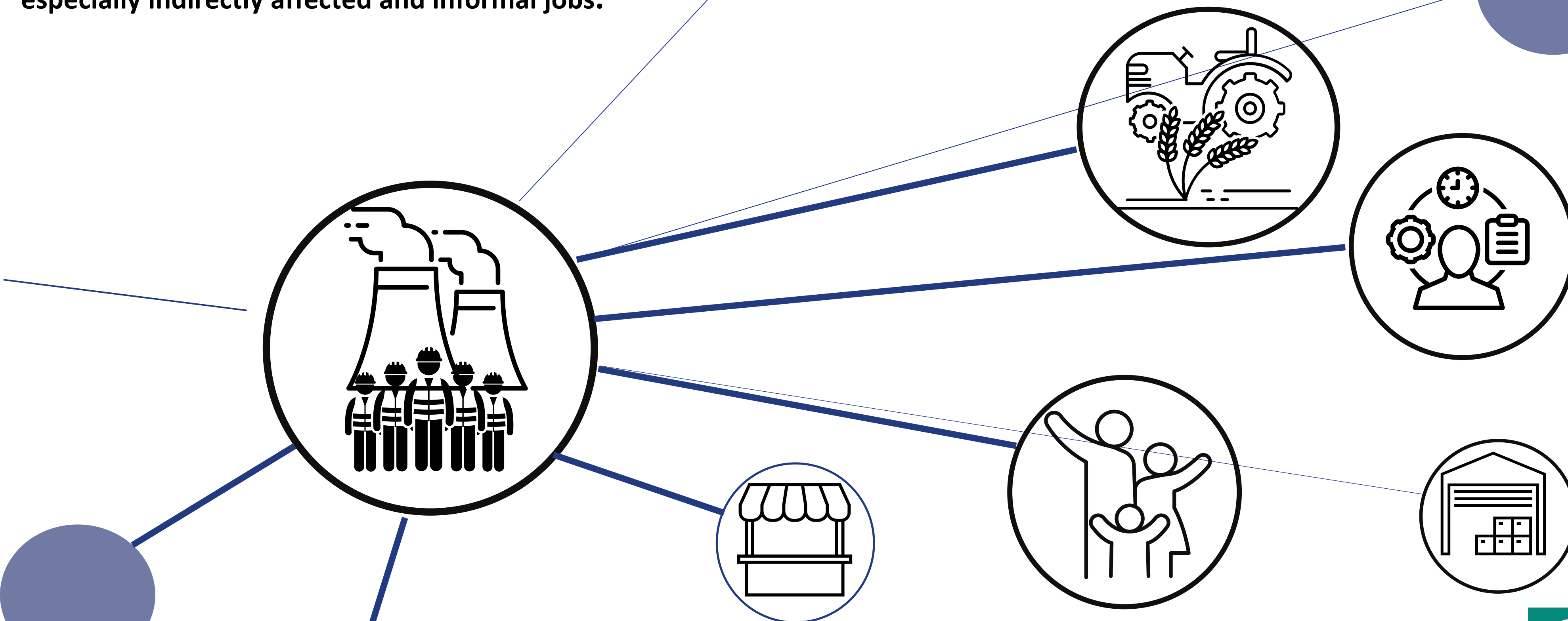
The Way Forward: Cross-sectoral Just Transition planning

“**Greening the economy** in a way that is as **fair and inclusive** as possible to **everyone concerned**, creating **decent work opportunities** and **leaving no one behind**.” (ILO)



Just Transition and the Concept of Work

The concept of 'work' in just transition efforts must be expanded to include all jobs affected by transitions—especially indirectly affected and informal jobs.

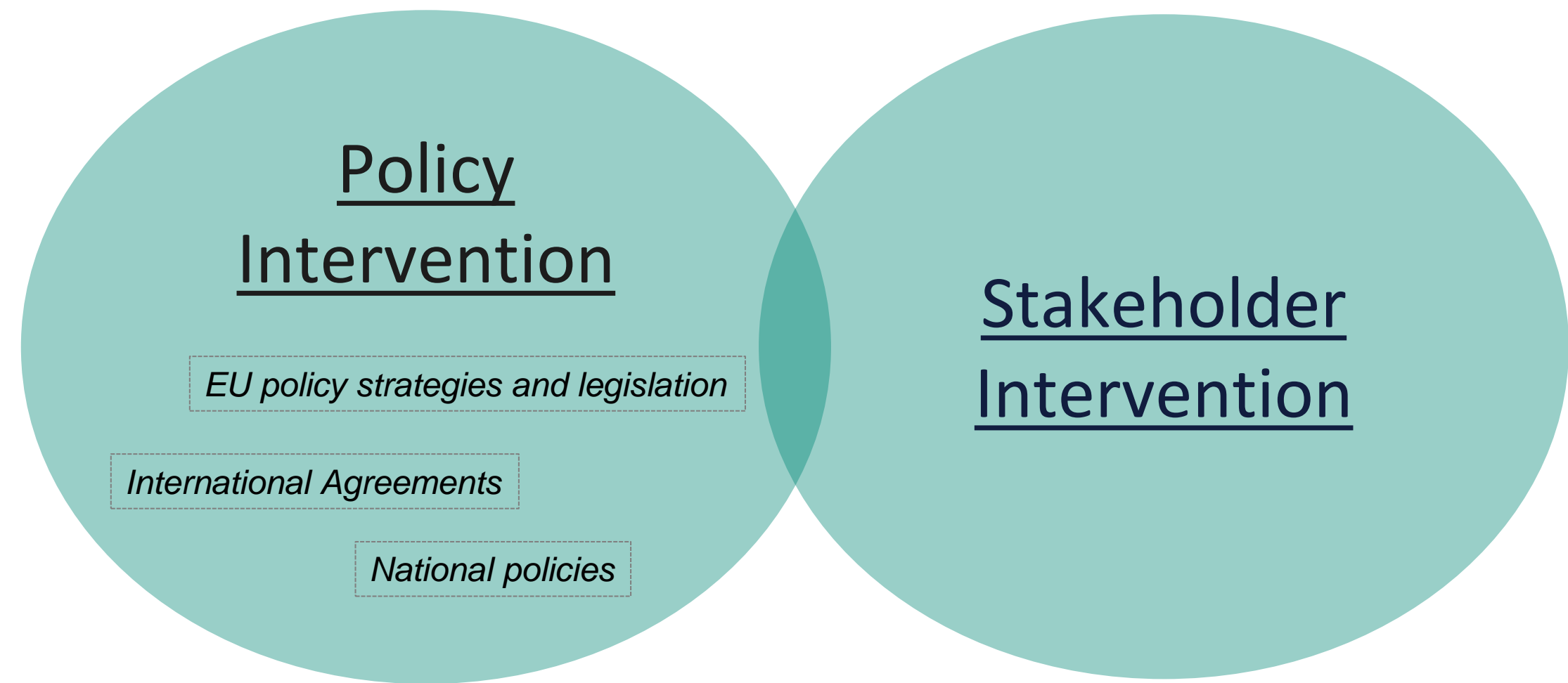


Women Leadership for the transition represents an opportunity, and it is crucial for it to be successful. The transition can improve the situation of women in the labour market.



What can WE do to structurally support women leadership and participation in the energy transition?





By Target Group	By Target Challenge	By Format of Intervention
Learners	Working conditions	Strategies, agendas and plans
Workers	Visible leadership and Empowerment	Regulation and workplace policies
Employers	Awareness	Training programmes
Providers of education and training	Attraction and requitment	Mentorship
...	Funding Afforable childcare	Networking and collaborative platforms Practices to support work-family balance Challenges, prizes, awards Outreach activities Mainstreaming gender equality and non-discrimination

The Legal Framework



REGULATION (EU) 2018/1999 OF 11 DECEMBER 2018

REGULATION (EU) 2018/1999 of 11 December 2018 on the Governance of the Energy Union and Climate Action

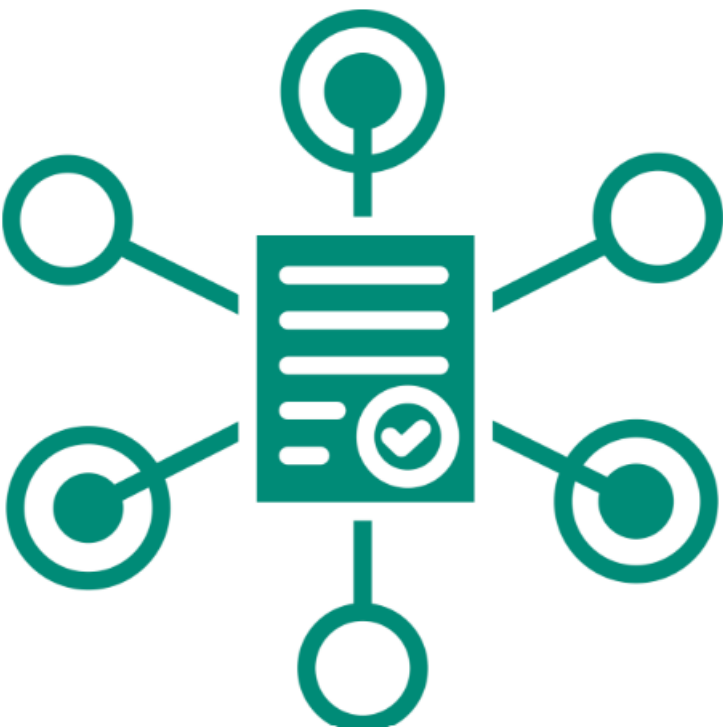
COMMISSION IMPLEMENTING REGULATION (EU) 2022/2299 of 15 November 2022

laying down rules for the application of Regulation (EU) 2018/1999 of the European Parliament and of the Council as regards the structure, format, technical details and process for the integrated national energy and climate progress reports

Article 15

Reporting on energy poverty and just transition

- Where Article 3(3), point (d), second subparagraph, of Regulation (EU) 2018/1999, as adapted and adopted by Ministerial Council Decisions 2021/14/MC-EnC and 2022/02/MC-EnC applies, Contracting Parties shall report:
 - the information on progress towards the national indicative objectives to reduce the number of households in energy poverty, referred to in Article 24, point (a) of Regulation (EU) 2018/1999, as adapted and adopted by Ministerial Council Decisions 2021/14/MC-EnC and 2022/02/MC-EnC, in accordance with the formats set out in Annex XVIII to this Regulation;
 - the quantitative information on the number of households in energy poverty, referred to in Article 24, point (b) of Regulation (EU) 2018/1999, as adapted and adopted by Ministerial Council Decisions 2021/14/MC-EnC and 2022/02/MC-EnC, in accordance with the formats set out in Table 1 of Annex XIX to this Regulation.
- Contracting Parties may report on the indicators in relation to energy poverty in accordance with the formats set out in Tables 2 and 3 of Annex XIX to this Regulation.
- Contracting Parties may report the information on national definition of energy poverty in accordance with the formats set out in Table 4 of Annex XIX to this Regulation.
- Contracting Parties may report the information on how the implementation of their integrated national energy and climate plans contribute to the just transition including through the promotion of both human rights and gender equality and address inequalities in energy poverty in accordance with the formats set out in Annex XX to this Regulation.



30.6.2021 EN Official Journal of the European Union L 231/1

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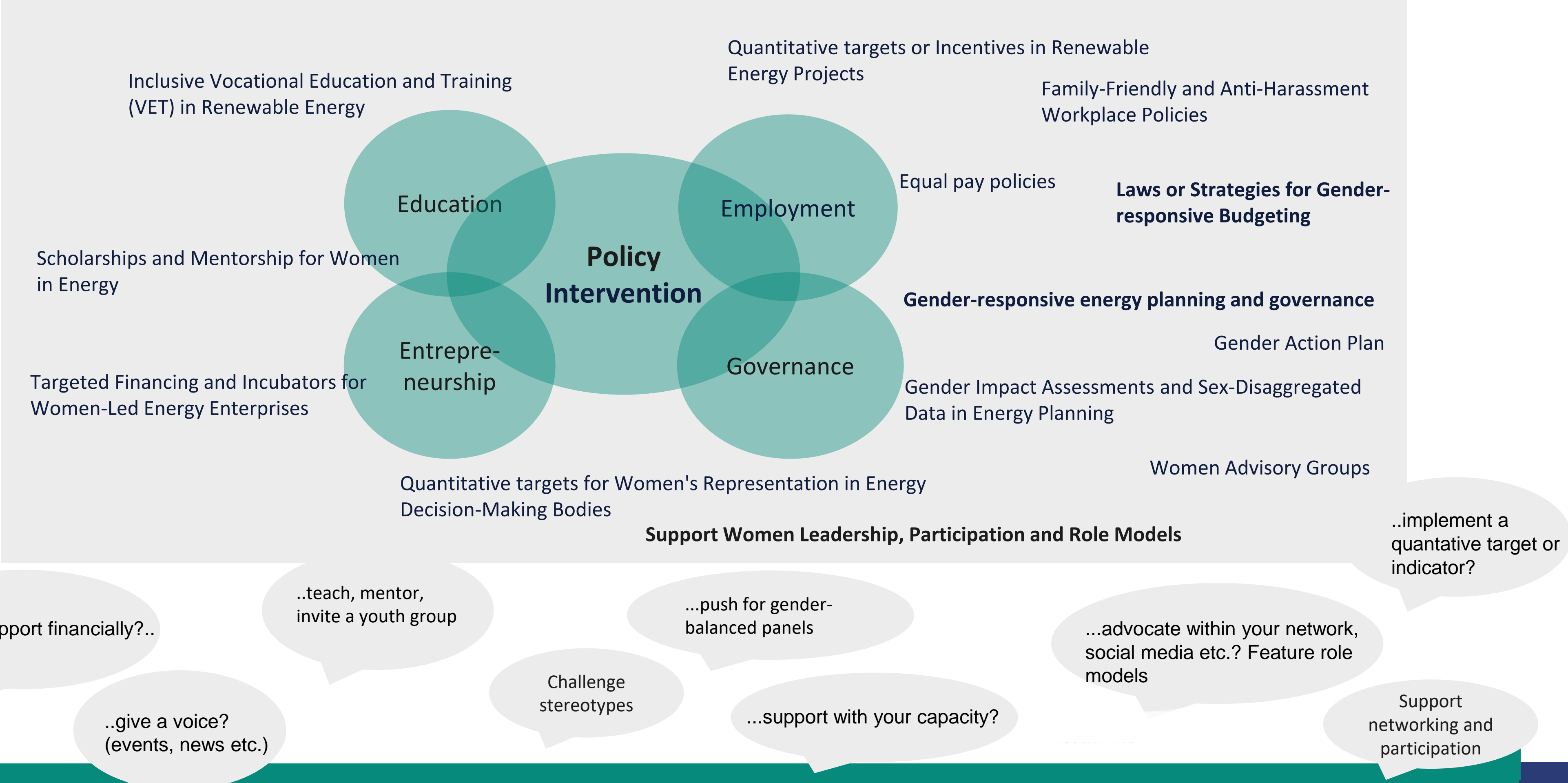
(Legislative acts)

REGULATIONS

REGULATION (EU) 2021/1056 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL
of 24 June 2021
establishing the Just Transition Fund



Policies to supporting and financing women in the energy transition



Examples: Women Leadership and Participation in the transition

- **Workshop on the role women should play in just transition: Inform, Inspire, Explain**
- Just transition plans in Poland are starting to incorporate gender considerations, with a focus on retraining programs and economic diversification that actively engage women in community revitalization and emerging job markets
- **Networks** (e.g, EU Equality Platform, Women Networks)
- **Gender Parity policies** (speakers, events, participation)



Transformation is female

START workshop on the role women should play in just transition

Examples: Women Entrepreneurs in the energy transition

Example - Kosovo: Administrative Instruction (QRK) no. 03/2016 on Special Measures for **Registration of Joint Immovable Property** on Behalf of Both Spouses

Example – Albania: **Action Plan for Women Entrepreneurs.**

- IDEA Grant Programme with a **dedicated quota** for women recipients.
- **Fund for Women Entrepreneurs** (Municipal Council Women Alliance)

Example – North Macedonia: eased **administration processes** through centralized **online registration system** (1–2 days to register a business) and **online platforms** for various services (tax registration, licenses)

Example – Serbia: WISE Conference 2023: **Gender-sensitive pricing model for conference ticket** to encourage women's involvement in the event

Example: **Women Network** as supporters, to increase media presence and visibility, setup fund and training possibilities...

- RCC Women Who Launch, Kosovo Women in Mining (see: https://www.energy-community.org/dam/jcr:8299f44d-77a5-4aff-94d0-986aec9e2b5b/EnCS%20Women%20Webinar%202024_partnership,%20networking%20and%20finance.pdf)

Common challenges for entrepreneurs

- **Enabling labor laws**
- **Childcare**
- **Access to finance**
 - *Less access to bank account*
 - *Property rights / land ownership / inherit less often*
- **Training & skills development**

Other complex factors

- **Investors trust** – *related to age, media presence and visibility, experience of investors with similar projects (new emerging sector)*
- **Women in the WB**, especially young women, are generally more **risk-averse** and **less likely to take loans** (*higher share of small businesses, average age of entrepreneurs higher than for men*)

Examples: Support and Motivate Youth for Green Skills & Energy Jobs



Energy Community Just Transition Forum 2024: Give young women a voice by inviting them to conferences, ask them to comment policies etc.



Transition Young Voices Awards (partner Initiative EnC, CAN Europe, Bankwatch, RYCO): inspire and support young people with an interest in energy and climate to explore energy topics

Training Opportunities of EU4 Energy

Per country EU4Energy 2021-2024 /both phases	Total People trained	Women among people trained	Share of women in %	No. of WS
Georgia	298	129	43%	40
Moldova	723	232	32%	53
Ukraine	378	167	44%	34

Overall Participation (2021-2024)

- Total Workshops: 109
- Total People Trained: 1,399
- Women Trained: 528 (38%)

Renaming technical or STEM studies to highlight sustainability and social angles

- Austria: “Energy Technology” to “**Sustainable Energy Systems**” or “**Environmental and Climate Engineering**”

Hackathons: Green Solutions Hackathon – Tetovo, North Macedonia



RCC Campaign to encourage young women and girls across the Western Balkans to choose careers in STEM

APPLY NOW
28 MAY - 28 JULY

JUST TRANSITION YOUNG VOICES AWARDS

CALLING ALL YOUNG CHANGEMAKERS FROM THE WESTERN BALKANS, UKRAINE, GEORGIA, AND MOLDOVA!

Are you passionate about how just transition impacts your community or future?



WE WANT TO HEAR YOUR VOICE!

- You are aged 18–30?
- Share your story on how your community is navigating the green transition

WHY SHOULD YOU APPLY?

- Access learning opportunities with top organizations (costs covered)
- Get published and gain international visibility
- Present your work & connect with key stakeholders

ORGANIZED BY:



IN COOPERATION WITH:



PRIZE AWARDS:

- 1st Prize: Paid internship at EnC in Vienna
- 2nd Prize: Field mission on energy transition in the Western Balkans with Bankwatch
- 3rd Prize: Climate Reporting Training (1–3 Sept 2025, Ohrid) with CAN Europe

 www.energy-community.org



THANK YOU!

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